

PAY DIFFERENTIAL 286
VOLUNTARY PERSONAL LEAVE PROGRAM DIFFERENTIAL – BARGAINING
UNITS R01, R03, R04, R05, R09, R10, R11, R14, R15, R16, R17, R19, R20, R21,
AND EXCLUDED

Established: 07/01/04

Revised: 07/01/04, 10/01/04, 01/01/05, 07/01/05, 07/01/06, 01/01/07, 07/01/10, 06/01/11, 07/02/13

CLASS TITLE	EFEC. DATE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Rank and File:					
All Classes	07/01/04	R17 E17	Minus 4.75%	8VL1	All Departments
		R19, E19	Minus 4.75% for 1 day 9.50% for 2 days	8VL1 8VL2	
	10/01/04	R01, R04, R11, R14, R15, R20 E01, E04, E11, E14, E15, E20	Minus 4.75%	8VL1	
		R21, E21	Minus 4.75% for 1 day 9.50% for 2 days	8VL1 8VL2	
	07/01/06	R03	Minus 4.62% for 1 day	8VL1	
	07/01/10	R16 E16	Minus 4.75%	8VL1	
	07/02/13	R09 E09	Minus 4.62%	8VL1	
	10/01/04 & 06/01/11	R10, E10	Minus 4.62% for 1 day 9.23% for 2 days 13.85% for 3 days	8VL1 8VL2 8VL3	
	01/01/05	R05	Minus 4.62%	8VL1	California Highway Patrol
Excluded:					
All Classes	07/01/04	C01-C21, M01-M21, S01-S21, E48, E58, E59, E67, E68, E78, E79, E97, E98, E99	Minus 4.62% for 1 day 9.23% for 2 days	8VL1 8VL2	All Departments

CRITERIA	
•	All employees participating in the Voluntary Personal Leave Program shall have their salary reduced by the above rate and shall accrue the appropriate number of personal leave days (or a portion of a day if working less than full time) the first of the following pay period.
•	Refer to the contracts for each bargaining unit for possible language regarding a cap on the maximum number of VPLP hours an employee may accrue.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes* – Rank and File Only No* – Excluded Only Perm Full-Time
SUBJECT TO PERS DEDUCTION	N/A

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21228.

PAY DIFFERENTIAL 286 HISTORY:

Effective 07/01/04 - 12/31/04, S05 at 4.62% and 9.23%.

Effective 01/01/05 - 06/30/05, S05 deleted.

Effective 07/01/05, S05 added.

Effective 01/01/07, R16/E16 is deleted.

Effective 07/01/06, R03 added at 4.62%.

Effective 07/01/10, R16/E16 is added at 4.75%

Effective 06/01/11, the rate for R10/E10 is amended from 4.75% to 4.62%, 9.23% and 13.85%

Effective 07/02/13, the rate for R09/E09 is amended from 4.75% to 4.62% per MOU agreement. R09/E09 employees from 10/01/04 to 07/01/13 were reduced 4.75%.